

**Southern Area
U. S. Postal Service**

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107-174

Last Updated: September 30, 2018

N/A means Data Not Available

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 09/30/2018
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Number of Complaints Filed	1099	979	910	1034	900	963
Number of Complainants	1023	916	859	974	844	915
Repeat Filers	70	58	49	57	53	44

Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 09/30/2018
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	594	534	493	516	427	473
Color	217	171	189	215	187	189
Religion	45	52	32	42	42	32
Reprisal	516	480	443	506	440	493
Sex	482	465	437	486	446	515
PDA	6	1	11	10	9	17
National Origin	98	97	75	132	137	142
Equal Pay Act	0	0	0	1	0	1
Age	369	321	337	321	300	362
Disability	346	303	283	324	270	340
Genetic Information	8	16	14	20	15	13
Non-EEO	1	6	5	2	0	0

Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 09/30/2018
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.						
Appointment/Hire	25	13	7	11	11	16
Assignment of Duties	62	49	64	63	50	49
Awards	1	9	4	1	2	2
Conversion to Full Time	3	7	2	8	5	8
Disciplinary Action						
Demotion	7	5	8	9	4	0
Reprimand	134	121	107	107	91	88
Suspension	119	108	84	96	89	91
Removal	94	79	59	74	78	97
Other (Emergency Placement)	67	61	48	70	78	106
Duty Hours	100	104	77	124	103	121
Examination/Test	5	1	1	3	0	0
Harassment						
Non-Sexual	264	260	235	263	251	323
Sexual	26	29	25	27	33	29
Medical Examination	6	6	1	6	7	9
Pay (Including Overtime)	161	163	112	200	192	173
Perf. Eval./Appraisal	4	1	1	2	4	1
Promotion/Non-Selection	57	51	46	54	46	45
Reassignment						
Denied	29	32	20	18	15	17
Directed	27	43	33	21	15	38
Reasonable Accommodation Disability	90	81	103	94	84	135
Reinstatement	4	4	0	2	0	2
Religious Accommodation	N/A	N/A	N/A	N/A	1	4
Retirement	4	6	3	1	3	4
Sex-Stereotyping	N/A	N/A	N/A	N/A	30	16
Telework	N/A	N/A	N/A	N/A	0	0
Termination	66	58	60	69	55	55
Terms/Conditions of Employment	359	281	306	323	310	301
Time and Attendance	166	160	116	155	147	191
Training	21	20	15	15	14	22
Other	57	43	61	19	0	0

Processing Time (29 CFR 1614.704(f)) <i>The average length of time it has taken an agency to complete, respectively, investigation and final action for:</i>	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 09/30/2018
	Previous Fiscal Year Data										
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		
Complaints pending (for any length of time) during the fiscal year (1614.704(f)(1))											
Average number of days in investigation stage	131.96		134.18		115.40		107.63		119.52		130.13
Average number of days in final action stage	20.85		23.09		24.85		26.33		31.46		23.89
Complaints pending (for any length of time) during the fiscal year where a hearing was requested (1614.704(f)(3))											
Average number of days in investigation stage	134.11		138.33		120.26		106.62		124.60		128.14
Average number of days in final action stage	8.21		7.08		15.54		20.95		19.48		16.82
Complaints pending (for any length of time) during the fiscal year where a hearing was not requested (1614.704(f)(2))											
Average number of days in investigation stage	126.63		126.21		105.51		109.29		113.48		132.11
Average number of days in final action stage	32.98		38.62		38.24		33.64		38.73		33.47

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 09/30/2018
	Previous Fiscal Year Data										
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	324		315		310		310		254		227
Average days pending prior to dismissal	27.05		28.51		26.94		21.19		25.09		21.02
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	66		50		39		51		46		62

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 09/30/2018	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	7		2		1		1		0		2	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	7	100	2	100	1	100	1	100	0	0	2	100

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 09/30/2018	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		#	%
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	7		2		1		1		0		2	
Race	0	0	0	0	0	0	0	0	0	0	1	50
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	42.8	1	50	1	100	0	0	0	0	2	100
Sex	1	14.2	0	0	0	0	1	100	0	0	2	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	42.8	1	50	0	0	0	0	0	0	1	50
Disability	1	14.2	0	0	0	0	0	0	0	0	1	50
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings after a hearing												
Race	0	0	0	0	0	0	0	0	0	0	1	100
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	100	1	100	1	100	0	0	0	0	2	100
Sex	1	100	0	0	0	0	1	100	0	0	2	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	100	1	100	0	0	0	0	0	0	1	100
Disability	1	100	0	0	0	0	0	0	0	0	1	100
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings without a hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 09/30/2018	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		#	%
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	7		2		1		1		0		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	1	14.2	0	0	1	100	0	0	0	0	0	0
Suspension	1	14.2	0	0	1	100	0	0	0	0	1	50
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	1	100	0	0	0	0
Duty Hours	2	28.5	1	50	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	42.8	0	0	1	100	0	0	0	0	1	50
Sexual	0	0	0	0	0	0	0	0	0	0	1	50
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	2	28.5	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	50	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	14.2	0	0	0	0	0	0	0	0	0	0
Findings after a hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	1	100	0	0	1	100	0	0	0	0	0	0
Suspension	1	100	0	0	1	100	0	0	0	0	1	100
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	1	100	0	0	0	0
Duty Hours	2	100	1	100	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	100	0	0	1	100	0	0	0	0	1	100

Sexual	0	0	0	0	0	0	0	0	0	0	1	100
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	2	100	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	100	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	100	0	0	0	0	0	0	0	0	0	0
Findings without a hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status (29 CFR 1614.704(l))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 09/30/2018
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Total complaints from previous Fiscal Years	870	933	405	503	642	539
Total complainants from previous Fiscal Years	784	842	365	446	575	479
Number of Complaints Pending						
Investigation	0	0	1	0	1	1
ROI issued, pending Complainant's action	0	1	0	0	0	1
Hearing	278	327	393	498	628	525
Final Action	8	11	10	3	11	9
Appeal with EEOC Office of Federal Operations	323	223	2	0	75	76

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 09/30/2018
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Pending Complaints Where Investigation Exceeds Required Time Frames	16	1	0	0	0	0